IBM

The Role and Usefulness of a PMP

USAID Performance Management Workshop

2004

Learning Objectives

- Understand the context in which PMPs should be developed and used

- Review USAID standards and guidelines for PMPs

- The importance of a PMP in managing for results

The Performance Management Plan

- What's in it for me?
- What's in it for the mission?
- What's in it for partners?
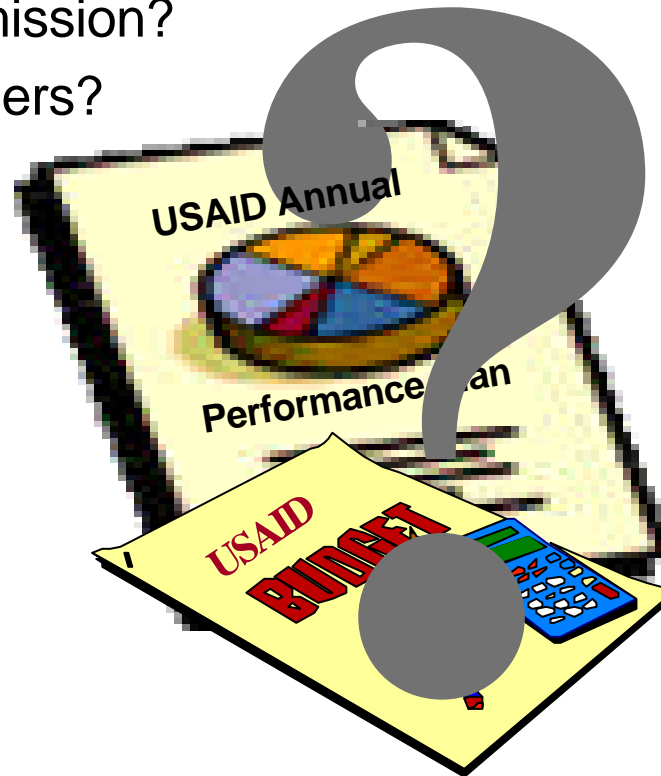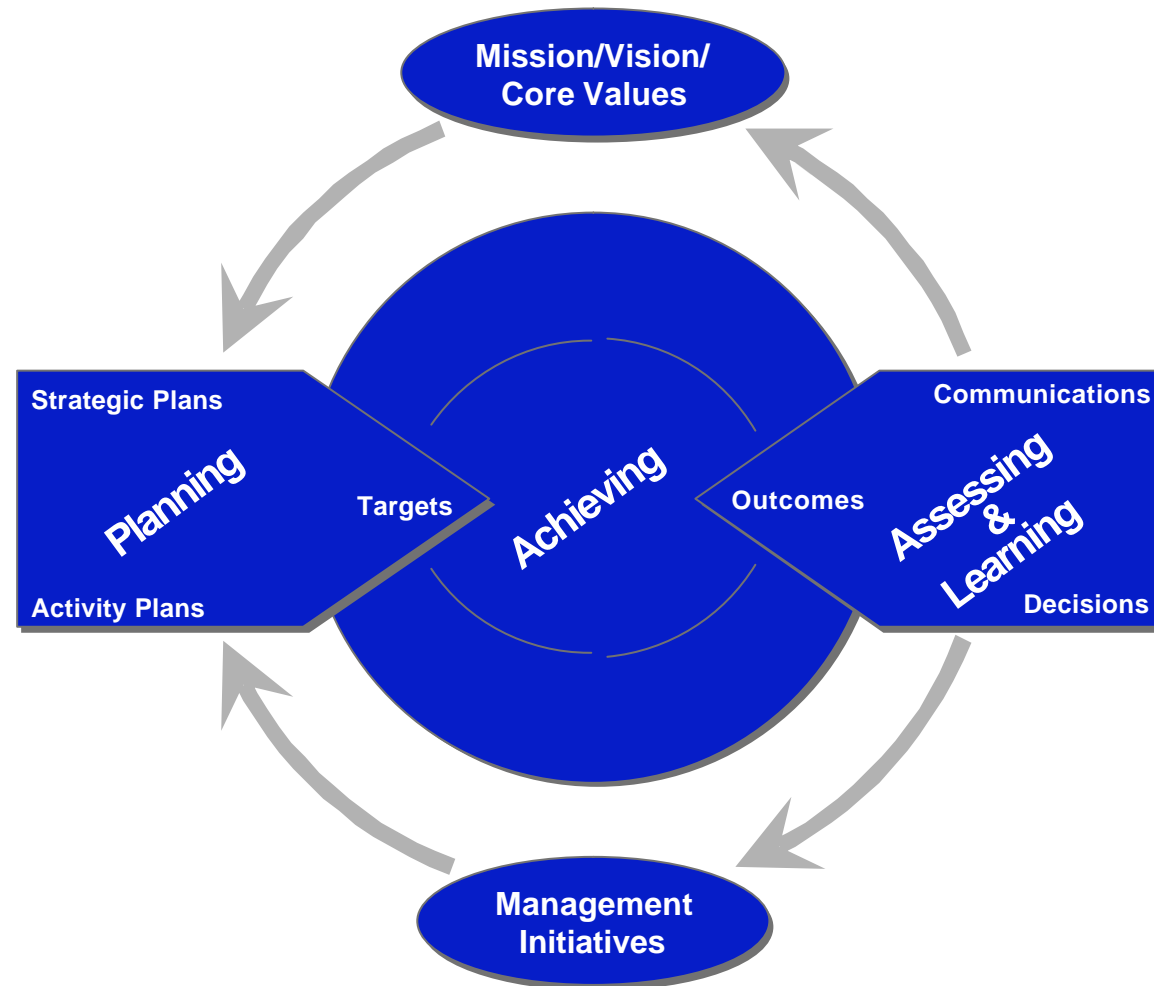
What is a Performance Management Plan?

A PMP is:

- Tool for management
- Living document
- Constant desk reference
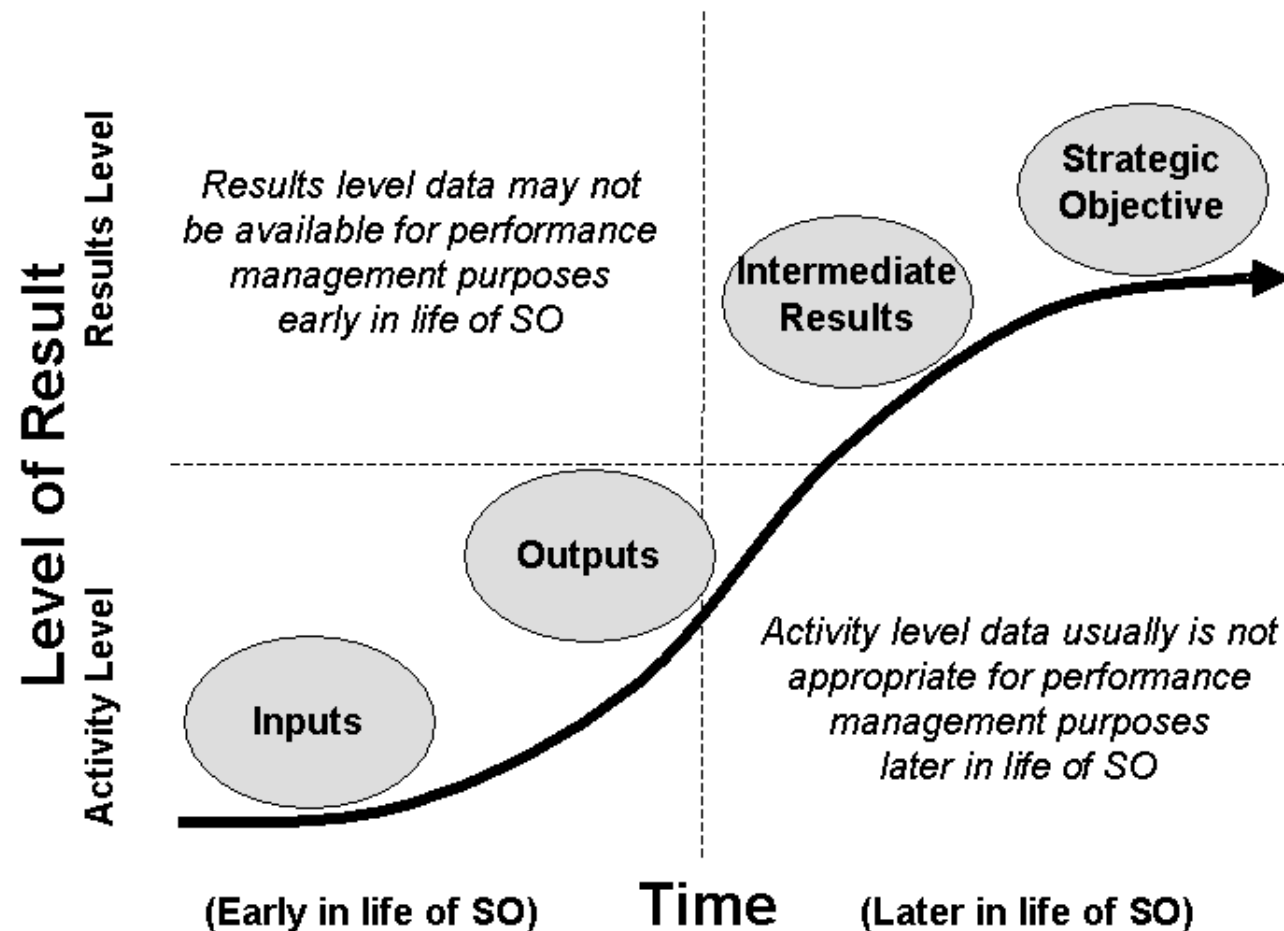- Tool for organizational learning
- Tool to tell your story better

A PMP should not be:

- Done solely to satisfy USAID/Washington
- Something to satisfy congress
- Done just to "be a team player"
- Filed away to gather dust

The Managing for Results System (ADS 200)

Mission/Vision/
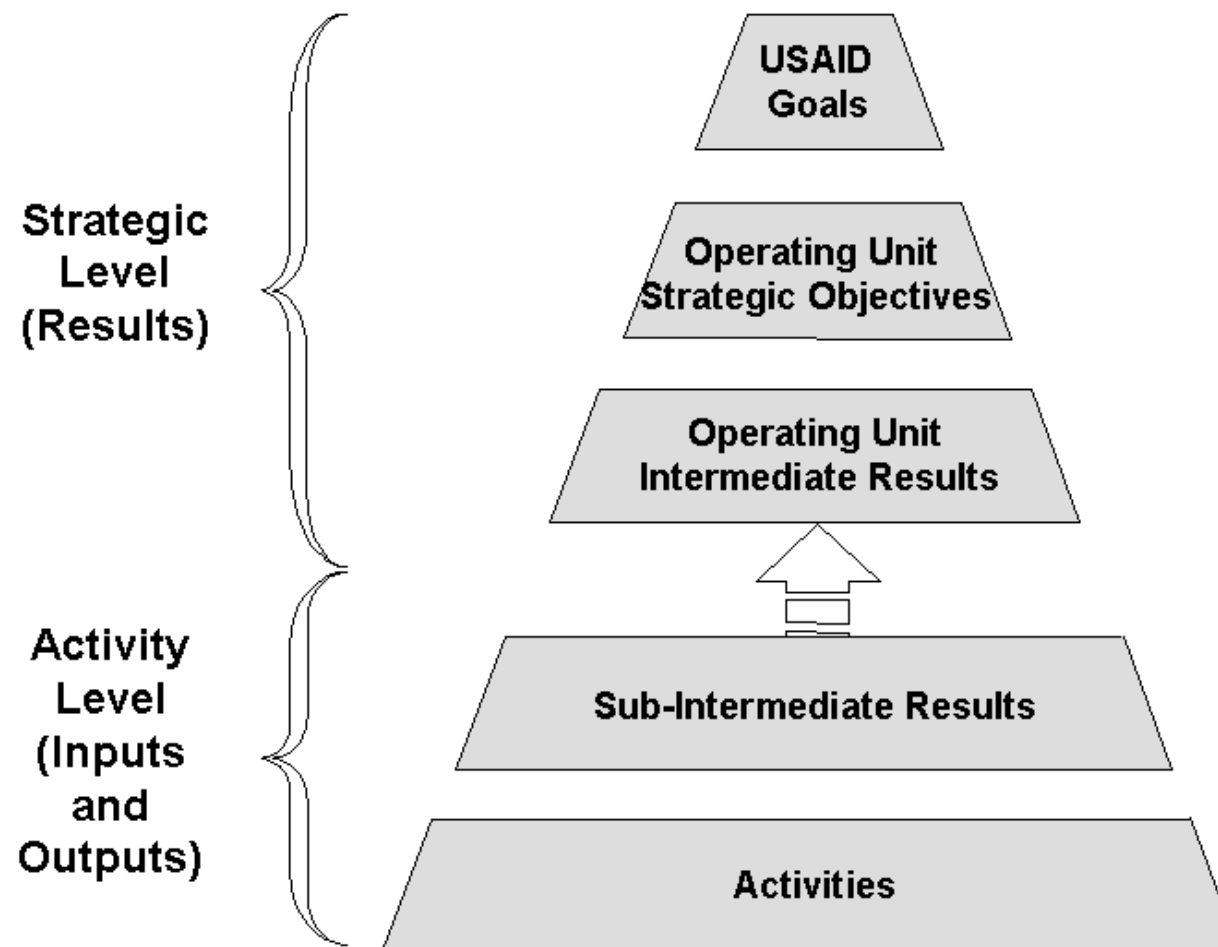Core Values

Strategic Plans

Communications

Planning

Targets

Achieving

Outcomes

Assessing
&
Learning

Activity Plans

Decisions

Management
Initiatives

Managing for Results Achievement (ADS Figure 203A)

Levels of Results (ADS Figure 203B)

PMP Development Process

| Review results statements | → | Develop performance indicators | → | Identify data source and collection method | → | Collect baseline data and verify quality | → | Establish performance targets | → | Plan for other assessing and learning elements |
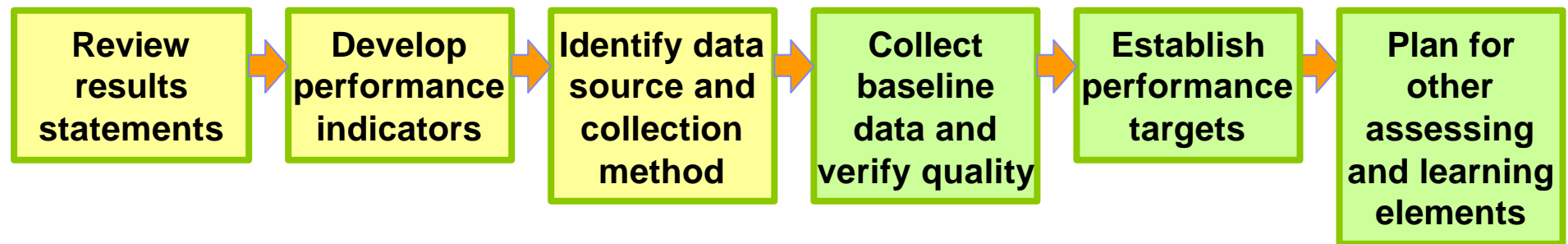
Elements of a complete PMP (ADS 203.3.3.1)

> **MANDATORY**
>
> ▪ A PMP *must* define at least one indicator to measure progress at the SO level and at least one indicator to measure progress towards each IR. Each of those indicators *must* include baseline levels & targets over the life of the SO.

A complete PMP *should* include:

- ◆ Calendar of performance management tasks

- ◆ Performance indicators

- ◆ Baseline and target values for each indicator

- ◆ Data source and method of data collection

- ◆ Schedule for data collection

- ◆ Description of known data limitations

- ◆ Description of data quality assessment procedures

USAID/Armenia PMP will be unique

One size does NOT fit all!

Additional Resources

- **PMP Toolkit**
  - USAID Website

- **TIPS 7: Preparing a Performance Monitoring Plan**
  - http://www.dec.org/pdf_docs/PNABY215.pdf

- **Training programs**

- **Other sources (USAID Handbooks)**